



Senate

General Assembly

File No. 283

February Session, 2000

Substitute Senate Bill No. 489

Senate, March 29, 2000

The Committee on Judiciary reported through SEN. WILLIAMS of the 29th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

An Act Concerning Employment Protection For Crime Victims.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1 (NEW) No employer may terminate an employee solely on the basis
- 2 of the employee's status as a crime victim. For purposes of this section,
- 3 "crime victim" means an employee who suffers direct or threatened
- 4 physical, emotional or financial harm as a result of a crime and
- 5 includes immediate family members of a minor, incompetent
- 6 individual or homicide victim.

LAB Committee Vote: Yea 10 Nay 2 JFS C/R JUD

JUD Committee Vote: Yea 40 Nay 0 JF

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact: None

Affected Agencies: Department of Labor

Municipal Impact: None

Explanation**State Impact:**

There is a potential workload increase for the Department of Labor as a result of the passage of this bill. The bill prohibits employers from terminating employees solely on the basis of the employee's status of a crime victim. The Regulation of Working Conditions Unit within the Department of Labor may be required to investigate complaints from employees who have been terminated. It is not certain how many complaints from this bill will be generated. However, the department feels it can handle this responsibility within anticipated budgetary resources.

OLR Bill Analysis

sSB 489

AN ACT CONCERNING EMPLOYMENT PROTECTION FOR CRIME VICTIMS.**SUMMARY:**

This bill bars employers from firing an employee solely because he is a crime victim. It defines "crime victim" as someone who suffers direct or threatened physical, emotional, or financial harm as a result of a crime. It includes immediate family members of a minor, incompetent individual, or homicide victim.

EFFECTIVE DATE: October 1, 2000

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute Change of Reference

Yea 10 Nay 2

Judiciary Committee

Joint Favorable Report

Yea 40 Nay 0